

ACCESSIBILITY AND DIVERSITY REPORT

SUMMARY 2020



Across BACi we are working to address barriers to accessibility and promote diversity



GOVERNANCE

Managing the rules of BACi to be welcoming



LEADERSHIP

Developing projects and actions to expand access



ENVIRONMENTAL

Continuing to create accessible places that everyone is able to use



FINANCES

Expanding access to finances and financial support



HUMAN RESOURCES

Hiring and training a diverse workforce



COMMUNICATION AND MARKETING

Getting messages to people in ways they can understand



TECHNOLOGY

Using technology to help people in new ways



SERVICE DELIVERY

Ensuring we deliver service that are accessible to all people



ONGOING BARRIERS FACING ACCESSIBILITY AND DIVERSITY



Community Attitudes



Finances



Service Access

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KEY HIGHLIGHTS 2020



PARTNERSHIPS

Worked with Peer Net to explore leadership and self-determination through side-by-side workshops with staff and persons supported.



HEALTHY WELL-CONNECTED WORKFORCE

Became a member of Canadian Center for Diversity and Inclusion (CCDI).



FAMILY CENTRED THINKING

Hosted regular Zoom Family Gatherings; created an accessible Annual Report.



DIVERSITY AND INCLUSION

Increased participation in Truth and Reconciliation; allies of people identifying as LGBTQ2+; ongoing work of Q-mittee.



PROSPERITY

Participated in poverty reduction initiatives.



PERSON CENTERED THINKING

Developed Pod Model in Community Inclusion; created and promoted the Rights Handbook; encouraged personal growth and connection through CoMakeDo online experiences.



PANDEMIC RELATED SUPPORTS

Some ways we supported accessibility and diversity during the pandemic included:



Community Working Groups — participated in Burnaby Child Care Committee, Burnaby Children's Working Group, Vulnerable Families Working Group, Developmental Disability Working Group, Consulting in Development of Burnaby Housing and Homelessness Strategy, Burnaby Food Security Working Group, Burnaby Technology Working Group.



CoMakeDo — offered a range of online experiences to connect people with self, community and the wider world. Accessible and inclusive — everyone was welcome.



Developed the Pandemic Learning Project — collected stories to find out how COVID-19 affected the people and families we serve, as well as the people who work with and support them.



Operated child care centres through the pandemic with guaranteed spots for essential service families.